



Centre for
Chaplaincy
in Education

Chaplains Working with Under 18s – Interview Questions and Tasks

Initial questions

- What specifically about the role motivated you to apply?
- Why have you applied for this position?
- Which part of the job description appeals to you most? And why?

Christian/Personal faith and Chaplaincy

- Can you tell us about your Christian faith and what it means/how it is evident in your day-to-day life?
- Can you share your journey of faith and what led you to chaplaincy?
- What are your core beliefs and where do they come from?
- How do you feel about working within the Church of England – C of E School/Church?
- What is your understanding of the theology of chaplaincy?
- This role could take up all of your time! How might you manage your time in order to care for yourself and make the role sustainable?
- How do you maintain your own spiritual wellbeing while supporting others?
- What theological or pastoral training have you received?

Skills and experience – covering 3 areas of work:

1. Supporting people
2. Creating safe spaces for spiritual development
3. Working collaboratively – contribution to school ethos and curriculum; leadership; partnership with others

Supporting people

- What skills or attributes do you bring to the role that will help you provide emotional and spiritual support for people of all ages?
- What strategies do you use to build trust with students and staff?
- How do you approach sensitive issues like grief, anxiety or bullying?
- Describe a situation where you had to use your pastoral skills to support a young person facing an unexpected challenge.

Creating safe spaces for spiritual development

- Can you give an example where you have played a role in creating an innovative, safe space for intentional spiritual dialogue? What were the values of the space?
- How would you nurture young Christians or those exploring their faith?
- Have you led assemblies before or taught any RE? What's your preferred approach?
- How do you feel about working with people of all faiths, beliefs and none, as required by this role? Additionally, how would you approach creating contexts and opportunities for young people to explore faith in a way that is invitational, inclusive and engaging?
- How do you ensure chaplaincy is distinctly Christian and utterly inclusive?

- The students/staff here represent a wider range of backgrounds and beliefs. How do you believe that you can support and nurture that breadth of opinion?

Working Collaboratively

- How do you believe that a Chaplain can make a difference to a school and it's wider community?
- How might you approach a school that is yet to have strong connections with local Church?
- You will be working with others as part of a team, across two or more organisations. What qualities do you bring to these teams as a member and a leader?
- What role do you think you might play in school events, celebrations, or crisis response?

General questions

- What do you love most about working with young people? Describe a successful experience working with children/young people and explain why it was fulfilling?
- Where do you see the main focus of the role? What are the main areas of this work? What do you think you might prioritise in the first 6 months?
- Assume you were appointed, at the end of your first year, how would you judge whether you felt you had been 'successful'?
- What skills or attributes do you bring to the role that will help you manage a challenging workload and work flexibly to meet the demands of the post?
- What skills or areas do you feel you need to work on improving? How do you work on improving these areas?
- Can you give an example of turning a weakness into a strength?
- Can you give an example of a time when you had to act quickly to remedy a situation that didn't go as planned? What did you learn from that experience?
- A mini case study. Something relevant to the post. How would you respond?

Safeguarding

- What would you do in the event of a safeguarding disclosure?
- What boundaries do you maintain in pastoral relationships?
- What do you think might be some of the safeguarding challenges in this role? Especially if you are working in both school and church/community contexts?
- What do you understand Safeguarding to mean? Can you give us an example of a safeguarding issue that you have dealt with, and what you did during that situation?
- As a member of the pastoral team, safeguarding is a fundamental part of this role. Explain what you understand that to mean and what possible additional training or support you may need to fulfil this role.

- **Safeguarding Scenario Question**

You hold two roles, as part time school chaplain and part time youth worker, both in the same community. A disclosure is made to you by a young person in a church youth group. The young person also attends the school where you are a chaplain. How do you respond?

How does your response change if the disclosure is made during a school group, rather than a church group.

NB. One of the challenges of safeguarding and chaplaincy is that work is inevitably done in partnership, and this case study begins to explore how to do safeguarding well, in partnership with different organisations. Ideally, the protocols will have been decided when the chaplaincy post is set up.

Final Questions

- Do you have any questions for us?
- If offered the role would you accept it?
- What working hours might you envisage?
- Is there anything that we've not covered today that you would like to share in relation to your application today?

Interview Tasks

- Lead a short discussion on angels. You can use any resources you choose. You will be working with a group of _____(number) children / young people aged _____. No ICT will be available, but you may bring visual aids or resources.
- Please prepare a short “*Thought for the Day/reflection*” (10 minutes) to be delivered to a class assembly. You may want to finish it with an appropriate prayer. **Theme: Honesty** - this is part of the school's collective worship focus for this term.
- Please prepare and deliver a 7-minute presentation to the interview panel. **Theme:** This role bridges the life of the school and the church, supporting the spiritual and emotional wellbeing of students, staff, and families, while also creating opportunities for young people to explore and grow in faith. How would you shape this role to achieve this vision? In your presentation, describe the approach you would take to bring this vision to life.
- Plan a week of Chaplaincy activities. Outline a week's worth of chaplaincy engagement.
- Write a reflection for the school newsletter on the theme of _____. The main audience who read the newsletter are parents/carers and staff.
- Design a couple of activities for a Prayer/Reflection space. The theme of the space is _____ e.g. Remembrance.
- Role-play a difficult conversation. The candidate must support a student or staff member through a sensitive issue e.g. bullying.
- Respond to a pastoral scenario. Choose one or more realistic scenarios and ask the candidate to explain how they would respond.

E.g. A group of students from different faiths/world views are in conflict over religious differences. You have been asked to work with them for a couple of lunchtime sessions. What would you do in these sessions?



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Question/Task	Asked by	Criteria/Behaviours this question is focussing on Key Words – what are we looking for?	Notes	Score 3 – somewhat exceeds requirements 2 – meets requirements 1 – partially meets requirements 0 – does not meet requirements
				TOTAL SCORE